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# REPORT ON THE ECA PROGRAMME FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

APRIL 1988 - MARCH 1989

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INTRODUCTION

1. The present report was prepared pursuant to resolution 365 (XIV) by which the ECA Conference of Ministers established a mechanism to harmonize and co-ordinate programmes for the integration of women in the development process, namely the Africa Regional Co-ordinating Committee (ARCC). The Committee meets every year before the ECA Conference of Ministers to review and to co-ordinate ongoing programmes at regional and subregional levels and report to the Conference of Ministers of the Commission.

2. The report provides an account of activities carried out by ECA during the period between April1988 and March 1989. Those activities consisted mainly in the implementation of resolution 626 (XXIII) and 627 (XXIII) of the Conference of Ministers and the programme of work for the integration of women in the development process. An overview of prospects for 1990-1991 with regard to the same programme is also included.

## I. Implementation of resolutions 626 (XXIII) and 627 (XXIII)

3. At its twenty-third session held at Niamey in April 1988, the ECA Conference of Ministers adopted two resolutions aimed at strengthening the integration of women in the development process in general and in trade and commerce in particular. ECA paid special attention to the implementation of those resolutions.

### A. Resolution 626 (XXIII): Women's integration in the development process

4. In that resolution, the Conference of Ministers requested the Executive Secretary of ECA to take all necessary steps for the continuation of women's programmes within the MULPOCs and to promote subregional projects in which several countries would be associated. The resolution also recommended to the United Nations that action be taken to ensure that the number of professional women at ECA is increased and that they are promoted to higher professional levels. Women were also invited to celebrate with pomp the fourth anniversary of the Africa Regional Co-ordinating Committee during the fourth Regional Conference on the Integration of Women in Development, to be held in September 1989.

### B. Continuation of the programmes for the integration of women in development with the MULPOCs

5. Immediately after the end of UNDP financing of ECA women's programmes within the MULPOCs in December 1987, the ARCC appealed to all parties concerned to do all in their power to maintain existing regional and subregional structures such as the ARCC and the various subregional committees for the integration of women in development. In response

to appeal, the member States of ARCC accepted to cover the cost of the participation of their representatives at the ninth meeting of the ARCC held in Niamey in April 1988. Eleven out of 15 member countries were represented and another six participated as observers.

6. In that connection, the Government of Egypt took the initiative of making available to ECA and financing an expert to co-ordinate women's programmes in the North African MULPOC at Tangier. The expert assumed her post on 1 July 1988. ECA provided her with the necessary support for carrying out her duties. Those efforts made individually and collectively by member States are evidence of the importance they attach for the maintenance of existing structures in view of their proven efficiency.

7. ECA slso pursued negotiations with donors for the reinstatement of co-ordinators for women's programmes within the MULPOCs. Pending the outcome of those negotiations, steps were taken to ensure that women's programmes continue normally in line with resolution 40/105 of the UN General Assembly which requested all the regional Commissions to incorperate women's concerns at all levels in their overall work programmes. All the MULPOCs were thus reminded that their work programme should necessarily include programmes in favour of women. The regular staff of the MULPOC was thus requested to continue the execution of the programme adopted previously by the subregional committees for the integration of women in development. As an example, the Gisenyi MULPOC carried out a study on the establishment and strengthening of agricultural extension service centres. It also prepared an information bulletin entitled "Women and Development" which gives an account of women's achievements in the three countries of the Great Lakes subregion. All those activities were financed through the contribution of Zaire to the United Nations Trust Fund for African Development (UNTFAD). The Lusaka MULPOC also carried out a study on the effective participation of rural women in economic and social development. With the assistance of ATRCW, all the MULPOCs were generally involved in efforts to mobilize funds for activities in favour of women, due account being taken of the priorities of each subregion.

C Promotion of subregional projects in favour of women

8. Within the purvies of its terms of reference, ECA promotes and encourages multinational projects aimed at greater economic integration among countries of the same subregion. In that connection several subregional groupings have been established.

9. ECA has just launched a project aimed at enhancing the role of women in the informal sector with financial assistance from UNDP. The project is being implemented in conjunction with the Organisation of African Unity (OAU), the International Labour Organisation (ILO), the International Research and Training Institute for the Advancement of Women (INSTRAW),

the United Nations Statistics Office (UNSO), and the United Nations Development Fund for Women (UNIFEM). The first stage of the project will mainly concern a few countries, namely Burkina Faso, the Congo, the Gambia and Zambia. The results will then serve as a reference in organizing subregional and regional seminars in which other interested States will participate.

D Increasing the number of women in the professional category at ECA

10. It should be recalled that the objective to be attained pursuant to the United Nations General Assembly resolution is 30 per cent by 1990. The present rate of African women in the professional category in the United Nations Secretariat is 11 per cent compared to overall staff in the same category. ECA is aware that muchremains to be done in this respect and the Executive Secretary has appealed to African women to apply for vacant posts in the Commission. ECA will spare no effort to ensure that vacant posts are widely advertised in member States so as to attract the largest number of women candidates. With regard to the promotion of women into higher categories action has already been taken. Further action is expected and it is hoped that the objective will be attained soon.

E. Preparation of the tenth anniversary of ARCA

11. It is to be recalled that the Government of the Comoros had offered to host the fourth Regional Conference during which the tenth anniversary will be celebrated. Subsequently, the offer was withdrawn due to the lack of an adequate infrastructure to accumulatefor such a large gathering. Contacts have been made to find a host country. The Government of Nigeria has indicated that it may accept to host the Conference and negotiations are under way to that effect. Details of the provisional programme for the celebration of the tenth anniversary of ARCC will be examined under item 7 of the agenda of the present meeting.

F. Resolution 627 (XXIII): Integration of African women in trade and commerce

12. An appeal was made in that resolution to member States, regional financial institutions and agencies of the United Nations system were called upon to improve the working conditions of African women in the commercial sector. This implied the improvement of market infrastructures, training, loans and credit facilities for the purpose of increasing their activities. The resolution further requested ECA, OAU, the United Nations Conference on Trade and Development (UNCTAD), the United Nations Institute for Training and Research (UNITAR) "to draw up a joint programme for the training of African business women and traders at all levels in both rural and urban areas, so as to enhance women's technical and managerial capabilities". This will be a long term undertaking. The first step has consisted in consulting with member States so as to define what approach to follow.

G. Consultations with the International Trade Centre (ITC)

13. In pursuance of the abovementioned resolution, ECA held consultations with the ITC on ways to enhance women's participation in import and export activities. Subsequently, ITC organized an international seminar in October 1988 to definine a strategy for encouraging women to take a more active part in international trade. The report of the seminar can be obtained from the ITC in Geneva.

H. Subregional seminar on measures to improve women's management skills, Doula, Cameroon, 28 November - 2 December 1988

14. ECA has sought to have a clear picture of the prevailing situation in member States so as to formulate a programme suited to the actual needs of women. To that end, a subregional seminar was organized with the following main objectives.

(a) To examine the economic, cultural and social environment in which women managers operate so as to evolve ways and means of increasing their management skills;

(b) To assess management training programmes and methods so as to define a more appropriate approach;

(c) To encourage the exchange of experiences between trainers and extension workers involved in women's activities.

15. Participants came from the following French-speaking countries: Benin, Burundi, Burkina Faso, Cameroon, the Central African Republic, Chad, Comoros, the Congo, Cote d'Ivoire, Guinea, Gabon, Madagascar, Mali, Morocco, the Niger, Rwanda, Senegal, Togo, Tunisia and Zaire. The small- and medium-scale enterprise assistance centre in Cameroon, the Businesswomen's Group, the Council of National Savings and Credit Banks and UNDP took part in the seminar as observers.

16. The seminar highlighted the fact that formal and non-formal management training structures in the various countries are aimed at the population in general without a gender bias: the contents of the programmes, the teaching materials and the methodologies used tended to overlook the socio-cultural environment and women's psychology, thus reducing the impact of training programmes of interest to women. Women found it difficult to take advantage of the services provided by training institutes or business assistance centres either because of inadequate information or simply because they could not afford the cost of those services. Based on that assessment, the seminar adopted a number of rcecommendations and defined a strategy indicating the type of action required.

## II. Execution of the ECA programme for the integration of women in development between April 1988 and March 1990

17. From April 1988 to March 1989, ECA pursued its efforts to include PIWD activities in the work programme of its various divisions. This chapter will therefore cover the activities of the ATRCW and of other divisions.

### A. Activities of the ATRCW

18. In conformity with the recommendations of the Arusha and Nairobi Forward-looking Strategies for the advancement of women, the work programme of ATRCW was designed to ensure more effective and efficient participation of women in all sectors of economic and social development on the continent. In that context, emphasis was laid the integration of women's programmes into national development plans, improved productivity in the agricultural and industrial sectors and better access to credit for women. ATRCW has also been actively engaged in the improvement of women's managerial skills and the flow of information. All those activities were carried out as part of its work programme, which includes the following:

(a) The participation of women in the development process;

(b) The improvement of women's skills;

(c) Information on women and development.

### B. Participation of women in the development process

19. Activities undertaken in the context of increasing women's participation in the development process consisted mainly in advisory services and meetings aimed at enhancing the capacity of national machineries for the integration of women in development in implementing the recommendations contained in the Arusha and Nairobi Strategies.

### C. Advisory services

20. ATRCW fielded advisory missions to Botswana and Egypt. These advisory services consisted mainly in assessing, together with the ministerial departments and other concerned organs, the extent to which those countries took into account the Arusha and Nairobi Strategies in their development

plans. The ATRCW expert in charge of the mission took that opportunity to identify, with the relevant authorities, ways and means for achieving the objectives of the Strategies.

21. Such missions have also enabled ATRCW to collect data on the socio-economic status of women in the countries visited, in relation with the Nairobi Forward-looking Strategies. The data obtained were used to update the report on the subject, to be submitted to this meeting under item 6 of the agenda before being examined by the Conference of Ministers. The report is a comparative study of changes in the status of women in the region in the political, economic and legal sectors. It also points to development in the educational, employment, agricultural and industrial sectors at decision-making level.

D. Expert Group Meeting on Guidelines for the incorporation of women's concerns in National Development Plans

22. A group of five national experts and fifteen observers representing two member States, three non-governmental organizations and five organizations of the United Nations system held a meeting to review guidelines for the incorporation of women's concerns in national development plans.

23. Several documents relating to women and development planning were examined. At the end of the meeting, the experts agreed on the various items to be included in the guidelines. Detailed presentations and discussion of these issues will be made under item 5 of the agenda of the present meeting.

E. Training seminar on project formulation and implementation techniques for Portuguese-speaking women, Sao Tome and Principe, 16-17 May 1988

24. A seminar on project formulation and implementation techniques was organized for women from Portuguese-speaking countries on 16 and 17 May 1988, at Sao Tome and Principe. The seminar was a follow-up to a similar seminar organized at Bissau in 1986. Fifteen participants were given the opportunity to study further those techniques for project formulation, implementation, evaluation, administration and follow-up, which had been discussed during the Bissau seminar. They also acquired a deeper knowledge of the concepts, schemes and methods of project which were formulation, management, administration and followup to be adapted to national realities when planning and implementing women's projects and programmes.

25. The successive seminars were most useful since the period between the two were used to the women to put into practice the knowledge acquired before building on it during the second seminar.

F. Improving women's skills

26. One of the main objectives of ATRCW is to improve women's skills and know-how so as to make them more competitive on the employment market.

In this respect, in addition to the subregional seminar organized in Cameroon as mentioned earlier, the following three projects were implemented:

(a) Enhancing the role of women in the informal sector;

(b) Improving women's access to credit;

(c) Training in optional nutritional use of food donated for relief and food for work activities.

G. Enhancing the role of women in the informal sector

27. The main objective of the project is to enhance the role of women in the production and management of their activities in the informal sector. As mentioned earlies this is an interagency project being jointly implemented by ECA, OAU, INSTRAW, ILO and UNIFEM, with UNDP financing. The activities of the project included research on the legal, political and economic conditions under which women in the informal sector operate; the development of statistical indicators and the organisation of management training so as to boost women's productivity in that sector. The project also includes a credit aspect which is indispensable for attaining the desired objectives. Pilot projects are to be set up in Burkina Faso, the Congo, the Gambia and Zambia. All those activities should lead to the formulation of an overall strategy for enhancing the role of women in the informal sector.

F. Improving women's access to credit

28. The project forms part of the efforts to improve the working conditions of women by improving that access to credit as recommended by the Arusha and Nairobi Strategies.

29. Like the project described in the previous paragraph, this involves research, the organization of training programmes in management, credit techniques and pilot projects in Ethiopia, Rwanda and Zambia. The project will serve to demonstrate the use of existing credit facilities in order to achieve wider financial autonomy for women's projects. The project is being implemented through financial assistance provided by the Swedish International Development Authority (SIDA).

G. Training in the optimum use of food received for relief and work fare activities

30. ECA has been implementing this project since 1984 with financing from UNIFEM. Its objectives are mostly to provide adequate food supplies to drought-stricken people. At the beginning of the project, a study was undertaken to identify the needs of the people and their eating habits so that they could easily adapt to crops introduced as part of the project. This involved continuous training in agriculture, stockbreeding and

nutrition. Training has been provided through the Ethiopian Nutrition Institute and the results have been satisfactory so far.

## J. Information on women and development

31. Another important role of ATRCW is to keep the public informed about African women and to disseminate such information. In this respect, several studies were carried out in various areas and were circulated. ATRCW also continued the publication of its information bulletin "ATRCW Update" which contains information on African women. From April 1988 to March 1989, studies undertaken by ATRCW were limited to agriculture, industry and training.

## K. Study on the role of women in agro-industries

32. With a view to increasing the participation of women in the industrial sector and in the food sector in particular, ATRCW carried out a study on the role of women in agro-industries. Case studies were undertaken in four countries, namely Botswana, Lesotho, the United Republic of Tanzania and Zimbabwe. The objectives of these studies were as follows:

(a) To highlight the extent of women's participation in agro-industries;

(b) To identify factors hindering their participation;

(c) To identify current trends with regard to the role of women in the production and the distribution of foodstuffs;

(d) To make recommendations for enhancing the role of women in that sector.

33. These studies have shown that women were most active in the food sector and that the general trend was to increase the number of projects favouring rural women. The studies also described the various formal and informal structures established by governmental and by non-governmental agencies to train and encourage women to join the industrial sector. It emerged however, that women were faced with enormous obstacles that hinder their full participation and some of them were inherent in their status as women. The studies ended with proposals for action both at national and at international levels.

34. All four case studies are available at ATRCW.

## L. Study on the role of women managers in the informal sector

35. The study was carried out in Kenya, Mauritius, Zambia and Swaziland. Its objective was to identify difficulties facing women in the informal sector, particularly in petty trading, handicrafts, clothing and catering, to find ways of overcoming those difficulties and to propose mechanisms for improving women's productivity in the above areas. The study has shown that the informal sector has for long been relegated to second

place by decision-makers. This has considerably delayed the transition of women from marginal operations to viable small and medium enterprises and has limited the availability of accurate information on the volume of their production and the profitability of their businesses.

36. The study recommended more thorough studies in that sector and the creation of support services to make women's activities more profitable.

M. Study on women and scientific professions in Africa

37. The study was intended to focus attention on the degree of participation of young women in scientific training programmes and to find ways and means for guiding them into such programmes. To that end, three countries were selected for the purpose of gathering the relevant information, namely Kenya, Swaziland and Sierra Leone.

38. The study will constitute the basic document of an experts' meeting on the subject to be organized by ATRCW in late 1989.

N. Research competition for women in Eastern and Southern Africa

39. As a follow up to the case studies on women's activities in agro-industries and the informal sector mentioned earlier, ATRCW organized a research competition. Young women were invited to propose research themes relating to (a) women in agro-industries, and (b) women in the informal sector.

40. The authors of 10 research themes selected received fellowships amounting to $US 7,500 each to enable them to carry out the research work. The case studies and the competition were made possible through a grant from the Ford Foundation.

O. Co-operation with other institutions

41. ATRCW devoted part of its resources to co-operation with organizations involved in activities of interest to women, in line with the Nairobi Strategies and the system-wide medium-term plan for women and development which recommends close co-operation between regional and international machineries for the integration of women in development so as to better co-ordinate their activities. Concerted action is all the more desirable as it makes for better management of the resources made available to United Nations bodies for women's programmes and projects.

42. In pursuance of those recommendations, ATRCW took part in meetings and seminars organized by other regional and international organizations and shared its experiences in specific technical areas. ATRCW also made a contribution to the chapter dealing with women in the UNFPA Plan of Action.

P. Second general meeting of the West African Women's Association held at Dakar, Senegal, 27-28 October 1988

43. The West African Women's Association (AFAO) was founded in 1984 under the auspices of the Economic Community of West African States (ECOWAS). It held its second general meeting in Dakar on 27 and 28 October 1988. During the meeting, the members of the Association adopted the rules of procedure of the Association and the main elements of its work programme. The also elected members of the bureau to be presided over by Senegal, and they decided that the Association would be based in Dakar. An appeal is made to all States and to the international community to give their support to the new Association.

Q. Interregional consultative meeting on women and co-operatives and their implications for development Plovdiv, Bulgaria, 20-24 June 1988

44. The meeting was organized by INSTRAW in the context of the Nairobi Forward-looking Strategies which recommended greater emphasis on women's participation in the co-operative movement. The meeting provided an opportunity for a dialogue between experts in co-operatives from all regions on action to make women's co-operatives more profitable. The main guidelines that emerged from the meeting highlighted the need to make legislation on co-operatives more flexible so as to increase their number. The participants also requested that training programmes and support services adapted to the needs of women's co-operatives be established. The need for consultations and the exchange of information was stressed. The African continent was represented by Egypt, Nigeria, Senegal, OAU and ECA.

R. Interregional Seminar on Women and the Economic Crisis, Vienna, Austria, 3-7 October 1988

45. ATRCW took part in the Seminar on Women and the Economic Crisis organized in 1988 by the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs. The main objective of the seminar was to give national and international experts an opportunity to reflect on the impact of the economic crisis on women and on prospects with regard to the crisis. The need to give absolute priority to defining economic indicators showing the actual impact of the crisis on women was emphasized.

46. Recommendations were made to re-allocate resources, to provide training and to involve women economists in the decision-making process as measures likely to reduce the negative effects of the crisis on women. The conclusions of the seminar will be published in the "World survey on the role of women in development".

S. Subregional seminar on the promotion of women's activities in the water resources sector, Bamako, Mali, 14-18 November 1988

47. The seminar was organized by the Department of Technical Co-operation for Development (DTCD) in the context of the International Drinking

Water Supply and Sanitation Decade. The seminar discussed matters of vital importance for a continent constantly threatened by desertification, in particular (a) the structure and type of women's and community participation in programmes for water resources development, (b) the functioning, maintenance and rehabilitation (FMR) of water supply and sanitation systems, (c) cost recovery, (d) approaches for securing additional income, (e) improvement of the quality of domestic water and hygiene, and (f) on-the-job training in water resources development programmes.

48. The report of the seminar is available at the DTCD, New York.

T. Women's programmes in other divisions of ECA

49. During the period under review, action focused on the role of women in the rural areas and on the increase of agricultural production in particular.

U. Increasing food production

50. The Joint ECA/FAO Agriculture Division (JEFAD) carried out case studies on the role of women in agricultural production in Benin, Burkina Faso, Mali, the Niger and Senegal. The studies examined the overall situation of agriculture and the prevailing socio-economic conditions in the four countries; the role of women in the production, processing, conservation and distribution of agricultral products and at the decision-making level. The studies also shed light on the working conditions of rural women and the various constraints facing them. A programme of action for women in the agricultural sector was also proposed.

V. Information on population in Africa

51. The Population Information Network for Africa (POPIN), of the ECA Population Division published a special issue in June 1988 in which 31 pages out of 39 were devoted to the role of women. The objectives of POPIN are to provide information and channel technical assistance in population matters to those who need it most.

III. PROSPECTS FOR 1990-1991

52. The ECA work programme for the 1990-1991 biennium is being prepared. ECA has ensured that women's issues are incorporated in its overall programme, in conformity with United Nations General Assembly resolution 40/105. Activities in favour of women have been planned in agricultural, social and industrial programmes as well as in human resources, transport, international and intra-African trade, statistics and population.

53. In addition to the ECA regular programme, a number of projects are under negotiation. These are mostly projects for the promotion of women in the scientific and technical sectors and the establishment of a data bank on African women. ECA also plans to undertake activities to benefit young women confronted with the problem of teen-age pregnancy.

54. Co-operation with governmental and non-governmental organizations concerned with the integration of women in development will be strengthened. Particular attention will be paid to regional and subregional professional associations such as the African Businesswomen's Association. Furthermore, ECA will continue its co-operation with all subregional, regional and international organizations engaged in the promotion of African women.

Annex I

626 (XXIII). Women's integration in the development process

The Conference of Ministers,

Considering the growing activities of ECA in implementing the Mexico Plan of Action, the Arusha and Nairobi Forward-Looking Strategies for the Integration of Women in Development,

Considering further the effectiveness of financial support of UNDP in implementing programmes for the integration of women in the development process in the African continent,

Referring to the UNDP/ECA/ARCC evaluation mission of August 1987 related to the programme for the integration of women in development at the MULPOC level,

Recalling General Assembly resolution 40/258 of 18 December 1987 which requested the Secretary-General to continue his efforts with a view to increasing the number of women in posts subject to geographical distribution for achieving, to the extent possible, an overall participation rate of 30 per cent of the total by 1990,

Recognizing that the programmes and structures at subregional and regional levels have served for co-ordinating activities for the advancement of women and for establishing links between national programmes for the integration of women in development, and for promoting technical co-operation between countries of the same region and between subregions,

1. Sends an urgent appeal to the relevant bodies, especially the two UNDP bureaux for Africa and ECA to ensure that the programme for the integration of women in development within the five MULPOCs is maintained;

2. Urges countries to meet their budgetary contributions to international institutions responsible for financing programmes for the integration of women in development in the MULPOCs;

3. Requests the Executive Secretary of ECA to take all necessary steps for the reinstatement of the posts for the co-ordinators within the MULPOCs;

4. Appeals to bilateral and multilateral funding agencies to co-ordinate their efforts and their interventions in the subregions in order to make the development programmes of the member States more efficient and effective;

5. Recommends to the United Nations that action be taken to ensure that professional women at ECA and especially at the African Training and Research Centre for Women be given permanent posts and that a genuine policy be established to increase their numbers and their promotion to higher professional levels;

6. Requests interested member governments to encourage and promote direct working relations between non-governmental organizations (NGOs) and national machineries for hte integration of women in development;

7. Advocates within a multilateral framework the implementation, jointly with NGOs, of subregional projects in which several countries would be associated;

8. Invites African women to celebrate the tenth anniversary of the Africa Regional Co-ordinating Committee during the fourth Regional Conference on the Integration of Women in Development to be held in 1989.

Annex II

627 (XXIII). Integration of African women in trade and commerce

The Conference of Ministers,

Having considered the report of the African Regional Co-ordinating Committee on the Integration of Women in Development on its ninth meeting, including its consideration of the report of the Regional Workshop on the Integration of Women in Trade and Commerce, held in Niamey from 31 March to 2 April 1988,

Recalling the Lagos Plan of Action and the Arusha and Nairobi Forward-looking Strategies for the Advancement of women in Development which, inter alia, called for measures to be adopted to enhance the integration of African women in trade, commerce and other critical economic sectors,

Recognizing that African women constitute the backbone of economic and social activities especially in the rural areas where the majority of the populations live and that special measures should be taken urgently in order to improve the working conditions of African women in the commercial sector,

Deeply concerned by the poor conditions in the African traditional markets which lack basic infrastructure and other supporting facilities, taking into account that women constitute the majority of operators in these markets,

1. Endorses the recommendations of the Regional Workshop on the Integration of Women in Trade and Commerce;

2. Congratulates the Executive Secretary and his staff for organizing such an innovative workshop in favour of African women traders;

3. Calls upon African Governments and public and local authorities to accord due recognition to the important role women play in trade and commerce and their significant contribution to the economic development process of the African nations and to adopt relevant policies and legislation in support of the role and contribution of women in trade;

4. Urgently appeals to the relevant authorities as a matter of urgency to significantly improve the conditions in the African traditional markets, both in rural and urban areas through the provision of the necessary facilities including adequate transport, storage, water, health and sanitation, appropriate security welfare and day-care and nursery centres;

5. Further appeals to African Governments to encourage the granting of loans and credits to African women for the purposes of improving their trade and commercial activities;

6. Requests development financing institutions, especially the United Nations Development Programme, the African Development Bank Group, the World Bank Group, the Arab Bank for Economic Development in Africa, the Islamic Development Bank and the International Fund for Agricultural Development

to intensify their efforts to encourage the entry and greater participation of African women in trade and commerce and to channel more financial and technical support in this field;

7. Further requests the Executive Secretary of the Economic Commission for Africa, the Secretary-General of the Organization of African Unity, the Secretary-General of the United Nations Conference on Trade and Development, the Executive Director of the International Trade Centre and the Executive Director of the United Nations Institute for Training and Research for Women to draw up a joint programme for the training of African business women and traders at all levels, in both rural and urban areas, so as to enhance women's technical and managerial capabilities thereby increasing their role and contribution to Africa's social and economic development.

## Annex III

365 (XIV). Structure and terms of reference of the African Regional Co-ordinating Committee for the Integration of Women in Development

The Conference of Ministers,

Bearing in mind the recommendations of the Nouakchott Regional Conference on the Implementation of the National, Regional and World Plan of Action for the Integration of Women in Development,

Having considered the report of the African Regional Co-ordinating Committee for the Integration of Women in Development,

Aware of the need to integrate the Africa Regional Co-ordinating Committee within the system of the deliberative Organs of the Commission,

1. Takes note of the report and recommendations of the African Regional Co-ordinating Committee on the desirability of amending the constitution and terms of reference of the Africa Regional Co-ordinating Committee;

2. Decides to amend the constitution and terms of reference of the Africa Regional Co-ordinating Committee:

(A) By replacing the provisions relating to the composition of the Africa Regional Co-ordinating Committee and its officers with the following:

I. "The Africa Regional Co-ordinating Committee shall be constituted as follows:

(a) Three members designated by each subregional committee (with the right to vote);

(b) The Executive Secretary of ECA (without the right to vote);

(c)(i) The Pan-African Women's Organization;

(ii) United Nations agencies;

(iii) The representatives of donor agencies;

the above being invited as observers if a particular subject under consideration is of interest to them;

II. The African Regional Co-ordinating Committee shall elect a bureau composed of:

- A Chairman,

- A first and a second Vice-Chairman, and

- Two Rapporteurs.

III. The terms of office of the Bureau will be two years. The Africa Regional Co-ordinating Committee will meet once a year when convened by the Executive Secretary after consultation with the Bureau."

(B) The African Training and Research Centre for Women will act as secretariat of the Regional Co-ordinating Committee.

(C) The rules of procedure of the Committee shall be the same as those of the Economic Commission for Africa.

(D) By replacing the terms of reference of the Regional Co-ordinating Committee with the following:

"1. To harmonize and co-ordinate the subregional programmes approved within the Multinational Programming and Operational Centres;

2. To evaluate and implement work programmes, bearing in mind the availability of resources and to oversee the implementation of work programmes;

3. To organize the exchange of information and experiences;

4. To participate in the activities and meetings of the United Nations and other relevant organiztions;

5. To mobilize resources for the implementation of programmes agreed at the regional and subregional levels;

6. To review and evaluate activities carried out in the region in the framework of programmes for the advancement of women;

7. To convene every three years, the African Regional Conference on Women and Development;

8. To report to the deliberative organs of the Economic Commission for Africa on the activities and programmes carried out in the subregion (Committee of officials and Council of Ministers of the Multinational Programming and Operational Centres)."

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UNRESTRICTED

REPORT

To the Africa Regional Co-ordinating Committee for the Integration of Women in Development on the Meeting of Board of Trustees of the International Research and Training Institute for the Advancement of Women and the Development Fund for Women

## I. INTRODUCTION

1. The Ninth Session of the Board of Trustees of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) was held at the Institute's headquarters in Santo Domingo from 20 to 24 February 1989. Preceeding the Ninth Session of the Board of Trustees, a consultative meeting between the Regional Commissions and INSTRAW was held from 16-17 February 1989. The consultative meeting was held as a follow-up to the recommendation advanced during the Eighth Session of the Board of Trustees held in Santo Domingo from 8-12 February 1988. The consultative meeting was also held pursuant to the General Assembly resolution 42/65 which called for continuous collaboration between the Institute and the Regional Commissions on the basis of equitable cost sharing.

2. One of the important area of co-operation between INSTRAW and the Regional Commissions is the preparation and implementation of the system-wide medium-term plan (SWMTEP) on Women and Development. The consultative meeting was therefore held in order to consider cooperative arrangements between INSTRAW and the Regional Commissions and co-ordination of their strategies within the SWMTEP for the period 1990-1995.

## II. CONSULTATIVE MEETING BETWEEN THE REGIONAL COMMISSIONS AND INSTRAW

3. A consultative meeting between the Regional Commissions and INSTRAW was held at the INSTRAW headquarters on 16 and 17 February 1989. It was attended by the ex-officio members of the Board of Trustees representing the Economic Commission for Europe (ECE), Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Latin America and the Caribbean (ECLAC), Economic Commission for Africa (ECA), Economic and Social Commission for Western Asia (ESCWA) and the International Research and Training Institute for the Advancement of Women (INSTRAW).

4. The meeting which was chaired by the Director of INSTRAW had the following agenda:

i) Co-ordination and joint programming within the INSTRAW Medium-Term Plan for the period 1990-1995;

ii) Co-operation between INSTRAW and the Regional Commissions for implementation of programmes within the system-wide medium-term plan for women and development for the period 1990-1995;

iii) Public information, documentation and communication activities;

iv) Joint fund-raising activities; and

v) Marking of the Tenth Anniversary of INSTRAW at the regional level.

Within the context of the above agenda items, a review of the programmes of INSTRAW and the Regional Commissions was presented and possibilities for future collaboration were discussed.

5. In considering agenda item (i) on co-ordination and joint programming within the INSTRAW Medium-Term Plan for the period 1990-1995, co-operation between INSTRAW and the Regional Commissions in the implementation of their medium-term plans would depend on available resources. Areas considered for possible future collaboration in the programme activities include: research; training; information, documentation and communication; monitoring and evaluation methodologies.

6. In the area of research, it was agreed that monitoring of trends for comprehensive approaches to women and development based on an inter-disciplinary and cross-cultural approach was relevant for the implementation of the Nairobi Forward-Looking Strategies and General Assembly Resolution 42/105. On its part, the ECA representative referred to the ECA/ATRCW reports on the changing socio-economic conditions of women in Africa in the context of the Nairobi Forward-Looking Strategies whose objective activities is to monitor and review the implementation of the Nairobi Forward-Looking Strategies.

7. Relating to statistics, indicators and data on women, it was reported that close collaboration between INSTRAW, the United Nations Statistical Office and the Regional Commissions had been effective. It was agreed that the Regional Commissions and INSTRAW should exchange information on on-going research related to conceptual and methodological approaches to improve statistics, indicators and data on women's productive role in national economies, including the informal sector.

8. While endorsing research for policy design as presented in the INSTRAW medium term plan it was suggested that information exchange should be intensified on current and planned programmes related to policy design such as policy guidelines in incorporating women's concerns and their participation in national development plans in ECA.

9. As regards to co-operation on sectoral issues, it was stressed that women and development activities required an integrated approach and that co-operation along sectoral lines should not be neglected. In discussing possibilities of future programme development with reference to sectoral issues, areas of possible mutual interest to INSTRAW and ECA could include: promoting and increasing women's participation in science and technology-based training programmes; research in agro-industry and small-scale and medium-scale enterprises.

10. Women's activities in the informal sector was discussed with reference made to the current ECA project on "Improving African Women's Role in Informal Sector in which INSTRAW is involved. It was considered that activities on women's role in the informal sector of the economy constituted an important area for co-operation between INSTRAW and all the Regional Commissions.

11. In the area of training, the important role that INSTRAW had played in the conduct of training need surveys and the selection of target groups was pointed out. Several Regional Commissions including ECA underlined the need for training on women and development in the United Nations system. On this issue, the ECA representative reported on the training workshop organized by UNDP last October (1988) for the UN inter-agency group in Addis Ababa which was very useful. The Regional Commissions

representatives and INSTRAW agreed that the relevant recommendations of CCSQ sub-committee on staff training related to training of UN staff for programming on women and development should be implemented when feasible. Appropriate INSTRAW prototype training material could be relevant in this regard.

12. Continuation of mutual support between INSTRAW and the Regional Commissions in training activities, including publishing and dissemination of INSTRAW training material was demeed relevant.

13. In discussing Information, Documentation and Communication, steps could be taken during the period 1990-1995 to explore the possibility of promoting public information activities on women and development within the Regional Commissions in co-operation with INSTRAW and the Department of Public Information. It was also agreed that information exchange between INSTRAW and the Regional Commissions should be enhanced and efforts should be made to strengthen information and data bases on women and development in keeping with relevant decisions and recommendations of the United Nations system. On data base, the ECA representative stressed the importance of strengthening information and data base on women and development in keeping with relevant decisions and recommendations of the United Nations system. On data base, the ECA representative stressed the importance of strengthening information and data base on women and development in Africa. She briefly informed the meeting of the current ECA studies on information and data system and its long-term objective of establishing a data bank on women and development in Africa.

14. The Regional Commissions and INSTRAW appreciated the mutual exchange of publications that was currently taking place. This needed further strengthening through libraries and document centres of the Regional Commissions and INSTRAW. In order to continue the exchange of public information material between INSTRAW and the Regional Commissions, several Regional Commissions agreed to include copies of INSTRAW NEWS within their dispatch of their regular mailing lists within the respective region.

15. Another issue concerning co-operation between the Regional Commissions and INSTRAW was the marking of the tenth anniversary of INSTRAW at the regional level. It was agreed to mark the tenth anniversary of the INSTRAW Board in various regions primarily through public information material as well as, where feasible, events that promote women and development issues and INSTRAW's involvement therein.

III. Meeting of the Board of Trustees Ninth Session

16. The ninth session of the Board of Trustees of the International Research and Training Institute for the Advancement of Women which was held at the Institutes headquarters was attended by its Board members, ex-officio members, observers for UN agencies and NGOs. Representing the UN Secretary General, wars Mr. Xie Qimei, Under-Secretary-General, Department of Technical Co-operation for Development.

The meeting adopted the following agenda :

- opening the session,
- adoption of the agenda;
- election of officers;
- implementation of the work programme for 1988 progress report on the Institute;
- international consultative meeting on communications for women in development;
- publication policy of the Institute;
- INSTRAW medium-term plan for the period 1990-1995;
- networking - co-operation with regional commissions, INSTRAW focal points and correspondents.
- suggestions for celebrating the tenth anniversary of INSTRAW Board of Trustees in 1990.
- other matters related to the functioning of the Institute.

17. In accordance with rule 7 of its rules of procedure, the Board elected the following officers by acclamation : President - Kristin Tornes (Norway), Vice President - Betta Torrijos de Arosemena (Panama) and Tawhida C. Hadra (Sudan) as Rapporteur.

Inplementation of the work programme 1988

18. The Progress Report of the Director of the Institute on the implementation of the work programme for the year 1988 outlined the wide array of activities encompassing 26 programmes, in research and training on Women and Development. This was presented in five programmative clusters namely : Statistics, Indicators and Data on Women; Issues Relevant for Policy Design; Sectoral Issues; Training Methodologies for WID; and Network Building.

19. During the 1988 work programme, INSTRAW organized ten meetings two at the global level : Communication for Women in Development and Women and Cooperatives; two regional seminars covering the Economic Commission for Latin America and the Caribbean (ECLAC) and the Economic and Social Commission for Asia and the Pacific (ESCAP) region; as well as two seminars at subregional level for the Latin American

and Caribbean region, and four training seminars at national level, in China, Greece, Somalia and Sudan. INSTRAW has maintained a close interrelationship between the Institutes research, training and information programmes and this has contributed to the expansion of INSTRAW Work programme during 1988. In addition to these meetings INSTRAW has participated in many meetings and has been involved in the development of training packages.

20. Two new multi-media modular training packages on "Women and Development" and Women and New and Renewable Sources of Energy (NRSE)" were finalized in 1988 and steps were taken for their wide dissemination.

21. Within its work programme, INSTRAW gave priority to information, documentation and communication activities. In the period under review (1988) INSTRAW has continued to improve statistics and indicators on women. This is important and very much needed in order to appraise available statistical information on women, use of statistics for policy design, and for reviewing and analyzing problems related to the measurement of women's work in the informal sector of the economy for example.

22. INSTRAW's involvement in the implementation of the statistical component in the project on "Improving Women's role in Informal Sector Production and Management", of the Economic Commission for Africa (ECA) funded by UNDP was discussed. The statistical component with United Nations Statistical Office was presented. To this end, INSTRAW has undertaken an assessment of the availability of data in selected African countries. Statistics and indicators is an area where an active co-operation is being established with all five regional commissions.

23. As regards INSTRAW's research and training programmes related to policy design, methodological approach has been developed to undertake research problems related to monitoring and evaluation methodologies for programmes and projects on women and development. Evaluation methodologies is estremely complex as it includes various women's dimensions into development and programming for women. This is again, one area that calls for sharing of experiences, exchange of material and information with organizations involved in WID programmes. Secondly, monitoring and evaluation are considered important elements of any programme activity by the United Nations System on the status of women. Different organizations in the United Nations System have evolved a variety of methodologies and techniques in order to incorporate Women in Development dimension in their programmes and project.

24. In all, the Board expressed satisfaction in the implementation of the work programme of the Institute during 1988 and that INSTRAW's programmes such as statistics, energy, water and sanitation were of great relevance to most countries. It was suggested that INSTRAW should continue its work in these areas, benefitting the women and poor strata of the population.

International Consultative Meeting on Communications for Women in Development

25. In introducing this agenda item, the main objectives of the international consultative meeting were pointed out and included among others : to exchange views, experiences, approaches and alternatives of internatinal and national experiences in communication

programmes and technologies related to women in developing countries; to identify proposals for future development of communication programmes and projects, and to develop possible modalities of international co-operation to support the formulation and implementation of action oriented programmes and projects in this areas.

26. Issues discussed during the meeting included : women in development in the mainstream communication media ; communication in support of development programmes and projects; new communication technologies, new support services and reinforcement strategies, and institutional and organizational aspects of communication at the national and international level. Guidelines for future action on the role and utilization of communications for women in development were formulated during the meeting. It is envisaged that the guidelines which emanated from the meeting could be used for incorporating women's aspirations into predominantly information society of this century.

27. The Board recognized the importance and relevance of communication for women in development and stressed that special attention should be given to : involving mainstream media interested in reporting on development workers to understand how mainstream media functions in order to communicate effectively with the target audiences. Accordingly, efforts should be made to influence the decision makers of the mainstream media and networks regarding the importante of women in development issues.

28. Communications for Women in Development requires complex programming which should involve a number of organizations. Secondly, programmes in this areas would require interaction and teamwork of researchers, trainers, communicators and technical specialists. At this stage, INSTRAW alone cannot get involved in this areas effectively without the support of institutions having progmatic experience in this field such as the ILO-Turin Centre which provides training on communication. ECA/ATRCW gave support to INSTRAW's concern for communications for Women in Development and informed the Board of its own interest and concern in this field for the women in the Africa region.

Publication Policy of the Institute

29. As requested by the Board at its eigth session, a report on INSTRAW's publication policy was presented. According to the publications content and mode of production, publications produced by INSTRAW may be classified into four differenct categories namely : United Nations Sales Publications; publications issued by contract with commercial publishers; in-house printing; and electronic publishing 1/.

30. Existing INSTRAW constraints in publications and production of materials were pointed out which include among others : maintaining high level publications, editing and the like. The Board recommended the use of desktop publishing for the production of documents and the recruitment of a full time editor for INSTRAW publications 2/. The Board also endorsed the action taken in INSTRAW publication policy as contained in document INSTRAW/BT/1989/L.4, as well as policy guidelines for immediate action in order to ease the existing constraints.

1/ See INSTRAW/BT/1989/L.4

2/ INSTRAW/BT/R.8/Add.3

INSTRAW Medium-Term Plan for the Period 1990-1995

31. The Medium-Term Plan for the period 1990-1995 (INSTRAW/BT/1989/R.5) which was prepared according to the outline considered and approved by the Board during its Seventh Session in 1987 and in accordance with the guidelines given by the Board at its Eigth Session was presented and discussed. The document contained two major parts. The first part contained INSTRAW medium-term plan, while the second part focused on the role of INSTRAW as reflected within the SystemWide Medium-Term Plan for Women and Development (SWMTEP). Both parts were however consistent, mutually supportive and interrelated.

32. INSTRAW medium-term (1990-1995) is in consistent with INSTRAW Statute and Mandates covered by Economic and Social Council and General Assembly. According to those mandates, INSTRAW should act catalytically in the promotion of research, training and information aimed at serving women world wide and in all sectors, with specific attention to women in developing countries. Within this medium-term plan, the Institute will focus more of its activities on the regional and national levels in order to assist in the realization and implementation of research findings, which aim at the integration of women in the mainstream development.

33. Secondly, it was reported that in the medium-term plans efforts should concentrate on using the results of research programmes to undertake an increased number of training activities. While the information, documentation and communication programme should be intensified in order to disseminate as widely as possible the findings of research and training activities with the aim of increasing general awareness of policy-makers and the public at large on the issue of women and development.

34. In relation to training, Regional Commissions underlined the need for training on Women in Development in the United Nations system. It was proposed that annoted bibliographies on available training material on different aspects of Women in Development be prepared and disseminated. The need for INSTRAW to continue paying particular attention to preparing training materials and modules on women in development was also stressed and recommended. On this issue, the Board also recommended that future programmes of INSTRAW should include financial provisions for translating training materials and modules and securing their wide dissemination possibly without cost to developing countries.

35. The Board noted the good work INSTRAW continue to produce relative to training materials and suggested that in the forthcoming period, the Institute's training activities should give more emphais to co-operation with academic institutions in preparing curricula for universities. While INSTRAW mode of operation based on co-operative arrangements with United Nations family of organizations should continue to be given priority.

Networking co-operation with Regional Commissions, INSTRAW focal points and Correspondents

36. INSTRAW's mode of working is based on networking as mandated by its statute and General assembly resolution 42/65, in carrying out its functions at the internatinal, regional and national levels to strengthen the scope and impact of its activities. This networking Co-operative arrangements include the United Nations organizations and

bodies, governmental and non-governmental organizations, academic institutions and women's organizations and groups. An important element in the Institute's global strategy is its network of focal points and correspondents at the national level. In the Africa region, INSTRAW's focal points are in Egypt Nigeria, Zambia and Sudan. Accordingly, special importance is given between INSTRAW and regional commissions as reflected in document INSTRAW/BT/1989/CRP.4.

37. Networking, according to the principles applied by INSTRAW, works for the benefit of all the organizations involved, since they profit from each other's expertise, costs are shared, duplication avoided and the outreach of INSTRAW multiplied.

38. ECA/ATRCW co-operation was pointed out. In addition to exchange of information, material etc, current activities on Improving Women's Role in the Informal sector was pointed out as aspecific project example by which ECA/ATRCW and INSTRAW is involved in the implementation of the project.

Suggestions for celebrating the tenth anniversary of INSTRAW Board of Trustees in 1990

39. Under this item, the Board was informed that INSTRAW will be marking its Tenth anniversary in 1990. Introduring the report prepared for discussion on this item, the Director informed the Board of the various possibilities for celebrating the Tenth anniversary. She reported that every effort would be made to mark the Tenth anniversary by for instance an event organized during the inaugural week of the session in the host country. Accordingly, consultations would be held with the relevant Departments of the United Nations Secretariat to mark the occasion during the first regular session of 1990 of the Economic and Social Council, the General Assembly as well as the extended session of the Commission on the Status of Women. Regional Commissions, INSTRAW focal points and former Board members would be approached to help mark the anniversary in their respective regions and countries.

40 One suggestion put forward was the holding ofa Festival of Arts. The VicePresident of the International Council of Women in her capacity as consultant to the Festival of Arts informed the Board about the technical aspects of holding such a Festival and elaborated on the technical and financial feasibility to launch the idea in 1990.

41. A Committee to prepare the Tenth anniversary was established and that an issue of INSTRAW Review be prepared as part of the activities to mark the Tenth anniversary of the INSTRAW Board of Trustees. The Review would highlight INSTRAW's programmes in relation to international trends of research, training, information and communication on Women and Development. At this stage, ECA/ATRCW informed the Board of the africa Regional Co-ordinating Committee for the Integration of Women in Development (ARCC) Tenth anniversary which will be celebrated in September, 1989 during the 4th Regional Conference for the Integration of Women in Development. The ECA/ATRCW representative stressed the importance of the meeting and urged Board members and INSTRAW in particular to give its support in whatever way possible and make every effort to attend the Conference.

## IV. CONSULTATIONS WITH UNIFEM

42. The United Nations Development Fund for Women (UNIFEM) held a two days consultative meeting with regional commissions : The Economic Commission for Africa (ECA) and the Economic and Social Commission for Western Asia (ESCWA). The meeting focussed on collaborative arrangements with ECA and ESCWA and on support of the 4th Regional Conference for ECA in paticular.

43. Concerning the 4th Regional Conference, UNIFEM agreed to give ECA its support by financing the following studies to be commissioned by ECA/ATRCW and undertaken before June 1989 as basis for the Conference documents :

(a) strategies for improving women's access to education and training in science and technology;

(b) guidelines for incorporating women's concerns in development planning; and;

(c) flow of resources to women's programmes in the context of the African Food and Debt Crisis.

44. ECA/ATRCW Expert Group Meeting for the Establishment of a Data Bank for Women and Development in Africa was reviewed. Taking into consideration of the Economic and Social Commission for Asia and the Pasific experience on Data Bank for Women and Development, it was discussed and agreed that ESCWA should be involved and participate in the forthcoming Expert Group Meeting. In this respect, ECA/ATRCW would provide all the information and communications on the project to ESCWA. In principle, UNIFEM agreed to explore the possibilities of funding ESCWA's participation to the expert Group Meeting.

45. A briefing on UNIFEM's activities in the Africa Region was also held. In discussing UNIFEM's activities and ECA/ATRCW work programme, it was agreed that exchange of information/materials should be maintained.